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Industry Wage Survey
Women's Hosiery
Southeast Region
August 1987

U.S. Department of Labor
Bureau of Labor Statistics
Summary
June 1988

Straight-time earnings of 26,402 production and related workers in the women's hosiery industry in the Southeast region averaged $5.67 an hour in August 1987, according to a recent survey conducted by the Bureau of Labor Statistics. Among the occupations selected for separate study, hourly pay ranged from $4.21 for transfer-machine operators to $8.38 for repairers of knitting machines and sewing machines. Sewing-machine operators (panty hose), the largest occupation studied, averaged $5.79 an hour.

The survey also developed information on certain establishment practices and employee benefit provisions, such as paid holidays and vacations, retirement pension plans, life and health insurance, and scheduled weekly hours of work.

Included in the survey were establishments with 50 or more workers primarily engaged in knitting, dyeing, or finishing women's and misses' full- and knee-length hosiery, both seamless and full-fashioned, and panty hose (industry 2251 as defined in the 1972 edition of the *Standard Industrial Classification Manual* of the U.S. Office of Management and Budget). Excluded were converters or jobbers and separate auxiliary units such as central offices and warehouses.

The Bureau also surveyed establishments primarily manufacturing hosiery, except women's. Separate summaries are being published for this industry branch for selected locations of industry concentration. A comprehensive bulletin that will include all data developed for the two industries is expected to be available in the fall of 1988.

The Southeast region consists of Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, Tennessee, and Virginia.

Data were obtained by visits of Bureau representatives to 38 of the 76 establishments in the area. These establishments, employing 19,399 workers, were selected and appropriately weighted to represent approximately 28,614 workers.

Fieldwork was directed by Jerry Adams and Irwin Feigenbaum, Assistant Regional Commissioners for Operations of the Bureau's Atlanta and Philadelphia regional offices, respectively.

Summary reports on women's hosiery are being issued for the Southeast region, North Carolina, and the Greensboro, Winston-Salem, High Point area. For the hosiery industry, except women's, reports are being published for the Middle Atlantic and Southeast regions, the States of North Carolina and Tennessee, and the metropolitan areas of Burlington; Greensboro, Winston-Salem, High Point; and Hickory.

Summary reports may be obtained from the Bureau of Labor Statistics, Washington, DC 20212, or from any of its regional offices listed on the back page.

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READEX FICHE best copy available

Table 1. Occupational earnings: Women's hosiery, Southeast region, August 1987

Occupation	Number of workers	Average hourly earnings[1]	Number of workers receiving straight-time hourly earnings (in dollars) of —																										
			3.35 and under 3.50	3.50 – 3.75	3.75 – 4.00	4.00 – 4.25	4.25 – 4.50	4.50 – 4.75	4.75 – 5.00	5.00 – 5.25	5.25 – 5.50	5.50 – 5.75	5.75 – 6.00	6.00 – 6.25	6.25 – 6.50	6.50 – 6.75	6.75 – 7.00	7.00 – 7.25	7.25 – 7.50	7.50 – 7.75	7.75 – 8.00	8.00 – 8.25	8.25 – 8.50	8.50 – 8.75	8.75 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 and over
All production workers	26,402	5.67	975	654	699	949	1370	1661	2242	2700	2521	2098	1708	1461	1122	1097	908	705	613	618	495	412	258	159	217	312	295	153
Women	21,419	5.51	955	567	630	862	1193	1335	1803	2309	2057	1823	1468	1205	974	952	782	492	461	382	308	225	146	118	114	146	67	65
Selected production occupations																													
KNITTING																													
Knitters, automatic:																													
Women	73	5.03	4	1	3	1	20	2	3	–	8	6	23	1	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–
Time	59	5.17	–	–	–	–	20	2	2	–	8	6	21	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Operate only:																													
Women	64	5.23	–	–	–	–	20	2	3	–	8	6	23	1	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–
Time	59	5.17	–	–	–	–	20	2	2	–	8	6	21	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Knitters, women's seamless hosiery	454	6.12	–	–	–	–	2	18	35	15	19	18	101	120	16	4	4	11	18	47	22	4	–	–	–	–	–	–	–
Men [2]	157	6.22	–	–	–	–	2	14	6	8	9	9	23	26	5	3	2	11	4	16	15	4	–	–	–	–	–	–	–
Women [2]	297	6.07	–	–	–	–	–	4	29	7	10	9	78	94	11	1	2	–	14	31	7	–	–	–	–	–	–	–	–
Operate only	438	6.12	–	–	–	–	2	18	35	15	18	18	87	120	16	4	4	10	18	47	22	4	–	–	–	–	–	–	–
Men [2]	148	6.23	–	–	–	–	2	14	6	8	8	9	16	26	5	3	2	10	4	16	15	4	–	–	–	–	–	–	–
Women [2]	290	6.07	–	–	–	–	–	4	29	7	10	9	71	94	11	1	2	–	14	31	7	–	–	–	–	–	–	–	–
DYEING, BOARDING AND PREBOARDING																													
Dyeing-machine tenders	433	5.98	1	7	2	5	6	24	19	57	30	42	63	41	14	14	13	13	44	–	18	8	1	4	6	–	–	1
Men [2]	409	5.90	1	7	2	5	6	22	19	57	29	41	63	38	12	14	12	12	37	–	18	8	1	2	2	–	–	1
Women [2]	24	7.04	–	–	–	–	–	2	–	–	1	1	–	3	2	–	1	1	7	–	–	–	–	2	4	–	–	–
Boarders, automatic [2]	715	5.96	37	10	16	14	19	28	42	50	50	77	68	43	52	25	33	24	24	11	22	21	12	8	11	9	1	8
Boarders, other than automatic	376	6.45	4	2	12	9	13	13	5	13	13	27	45	12	31	20	24	22	12	27	16	21	8	3	6	12	3	3
Women [2]	355	6.47	4	2	12	9	13	13	5	13	13	24	30	12	31	20	24	22	12	27	13	21	8	3	6	12	3	3
Preboarders [2]	219	5.79	–	–	20	2	20	12	16	18	30	3	10	12	20	12	6	6	2	4	12	4	2	–	2	–	–	4
FINISHING																													
Automatic toe-closing machine operators [2]	1,932	5.34	25	25	30	68	173	177	307	256	189	147	112	88	88	71	39	29	41	16	20	7	10	4	5	2	2	1
Menders, hand, finish [2]	74	6.01	–	–	–	4	1	4	–	21	2	2	2	13	2	9	–	–	4	2	2	2	2	–	–	–	2	–
Menders, hand, grey [2]	66	5.34	–	–	3	2	1	8	5	11	17	7	2	1	2	–	3	1	–	2	1	–	–	–	–	–	–	–
Pairers [2]	239	5.36	2	18	17	10	28	16	9	7	27	31	22	9	5	9	7	1	6	5	–	2	–	1	1	1	3	2
Panty hose	162	5.89	2	2	–	1	11	7	7	6	26	29	19	9	5	9	7	1	6	5	–	2	–	1	1	1	3	2
Seamers, toe [2]	796	5.15	50	44	25	72	69	68	95	100	42	29	24	34	29	22	10	12	21	12	7	6	9	4	6	2	–	4
Sewing-machine operators																													
(Panty hose) [2]	4,905	5.79	262	175	113	188	182	231	269	296	390	375	453	352	261	255	208	193	110	137	92	94	44	57	41	74	35	18
Leg blank sewers	3,653	5.85	194	122	78	129	138	188	180	218	310	313	368	264	225	211	171	162	95	118	78	72	38	54	35	60	19	13
Elastic sewers	369	5.94	33	4	9	20	11	11	19	25	22	23	31	20	22	8	22	19	9	12	5	12	6	–	–	8	13	5
Transfer-machine operators [2]	26	4.21	11	–	3	–	3	–	–	4	4	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–
INSPECTING AND PACKAGING																													
Examiners (hosiery inspectors) [2]	1,734	5.48	111	11	49	43	85	65	356	213	152	109	41	55	55	82	75	60	46	28	19	16	12	10	11	15	5	10
Finished examiners	1,187	5.37	109	11	43	43	85	36	177	147	128	90	29	32	36	34	10	47	40	21	10	11	8	8	11	9	4	8
Automatic packaging-machine operators [2]	397	6.57	–	1	–	2	3	–	5	9	11	73	36	26	30	35	35	35	20	25	26	11	4	1	2	–	4	3
Folders [2]	180	5.50	11	5	13	28	16	8	8	14	6	14	9	2	1	3	5	–	5	7	4	1	4	4	4	3	–	3
Folders and boxers [2]	2,994	4.95	243	135	162	209	253	290	338	324	294	191	140	106	72	52	68	35	36	17	6	6	6	7	2	–	–	2

See footnotes at end of table.

Table 1. Occupational earnings: Women's hosiery, Southeast region, August 1987 —Continued

Occupation	Number of workers	Average hourly earnings[1]	Number of workers receiving straight-time hourly earnings (in dollars) of —																										
			3.35 and under 3.50	3.50 – 3.75	3.75 – 4.00	4.00 – 4.25	4.25 – 4.50	4.50 – 4.75	4.75 – 5.00	5.00 – 5.25	5.25 – 5.50	5.50 – 5.75	5.75 – 6.00	6.00 – 6.25	6.25 – 6.50	6.50 – 6.75	6.75 – 7.00	7.00 – 7.25	7.25 – 7.50	7.50 – 7.75	7.75 – 8.00	8.00 – 8.25	8.25 – 8.50	8.50 – 8.75	8.75 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 and over
MAINTENANCE																													
Repairers, knitting machines[4]	486	8.38	–	–	–	–	–	1	6	13	9	2	9	5	17	10	12	6	14	42	6	71	46	3	29	64	87	34
Repairers, sewing machines	249	8.38	–	–	–	–	–	2	–	2	5	2	2	6	8	10	16	6	5	27	17	5	9	3	16	20	79	9
Men[5]	235	8.32	–	–	–	–	–	2	–	2	5	2	2	6	8	10	16	6	5	27	16	5	9	3	12	17	73	9
Women[6]	14	9.32	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	4	3	6	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Virtually all time workers.
[3] Virtually all women.
[4] Virtually all incentive workers.
[5] Virtually all men.
NOTE: Occupations may include data for subclassifications not shown separately.

Table 2. Establishment practices and employee benefits: Women's hosiery, Southeast region, August 1987

Item	Percent of total plant employment	
	Second shift	Third shift
Shift differentials		
Workers in establishments with late-shift provisions	92.7	92.5
With shift differentials	43.8	44.0
Uniform cents (per hour)	33.5	33.5
10 cents	19.9	1.6
15 cents	2.9	9.1
20 cents	–	12.1
25 cents	10.7	10.7
Uniform percentage	10.3	10.3
3 and under 4 percent	6.2	–
5 percent	4.1	–
7 and under 8 percent	–	6.2
10 percent	–	4.1
Other pay differential	–	3
With no shift differentials	48.9	48.4
Workers employed on late shifts	15.7	9.0
Receiving differentials	11.2	6.5
Uniform cents (per hour)	9.3	5.2
10 cents	4.7	.1
15 cents	1.1	1.2
20 cents	–	2.0
25 cents	3.4	1.8
Uniform percentage	1.9	1.3
3 and under 4 percent	1.7	–
5 percent	.2	–
7 and under 8 percent	–	1.1
10 percent	–	.2
Other pay differential	–	(*)
Receiving no differentials	4.5	2.6

Item	Percent of —	
	Production and related workers	Non-supervisory office workers[1]
Scheduled weekly hours		
All workers	100	
40 hours	96	
40.5 hours	4	
48 hours	(*)	
Paid holidays		
All workers	100	
Receiving paid holidays	96	
2 holidays	8	
3 holidays	6	
4 holidays	19	
5 holidays	20	
7 holidays	41	
9 holidays	3	
11 holidays	–	
Receiving no paid holidays	4	

Item	Percent of —	
	Production and related workers	Non-supervisory office workers[1]
Paid vacations		
All workers	100	
In establishments not providing paid vacations	6	
In establishments providing paid vacations	94	
Length-of-time payment	40	
Percentage payment	54	
By vacation pay provisions for:		
1 year of service:		
1 week	62	
Over 1 and under 2 weeks	1	
2 weeks	31	
2 years of service:		
1 week	47	
Over 1 and under 2 weeks	1	
2 weeks	46	
3 years of service:		
1 week	43	
Over 1 and under 2 weeks	1	
2 weeks	51	
5 years of service:		
1 week	11	
Over 1 and under 2 weeks	1	
2 weeks	78	
3 weeks	–	
4 weeks	4	
10 years of service:		
1 week	11	
Over 1 and under 2 weeks	1	
2 weeks	45	
3 weeks	33	
6 weeks	4	
15 years of service:		
1 week	11	
Over 1 and under 2 weeks	1	
2 weeks	20	
3 weeks	54	
4 weeks	4	
6 weeks	4	
20 years of service:		
1 week	11	
Over 1 and under 2 weeks	1	
2 weeks	20	
3 weeks	14	
4 weeks	44	
8 weeks	4	

Item	Percent of —	
	Production and related workers	Non-supervisory office workers[1]
By vacation pay provisions for: – Continued		
25 years of service:		
1 week	11	
Over 1 and under 2 weeks	1	
2 weeks	20	
3 weeks	12	
4 weeks	46	
8 weeks	4	
Maximum vacation available:		
1 week	11	
Over 1 and under 2 weeks	1	
2 weeks	20	
3 weeks	12	
4 weeks	46	
5 weeks	–	
8 weeks	4	
Insurance, health, and retirement plans		
In establishments offering at least one of the benefits shown below	99	
Life insurance	98	
Accidental death and dismemberment insurance	54	
Sickness and accident insurance or sick leave or both	51	
Sickness and accident insurance	51	
Sick leave (full pay and no waiting period)	15	
Sick leave (partial pay or waiting period)	–	
Long-term disability insurance	19	
Hospitalization insurance	95	
Surgical insurance	95	
Medical insurance	95	
Major medical insurance	95	
Dental insurance	18	
Health maintenance organization	4	
Retirement plans	61	
Pension	54	
Lump sum	5	

[1] Data not collected.
* Less than 0.05 percent.
* Less than 0.5 percent.

Scope and Method of Industry Wage Surveys

Occupations selected for study. Occupational classification is based on a uniform set of job descriptions designed to take into account interestablishment and interarea variations in duties within the same job. The occupations are chosen for their numerical importance, their usefulness in collective bargaining, or their representativeness of the entire job scale in the industry. These descriptions, available on request, are included in the final bulletin on each survey.

Wage data. Unless designated otherwise, information on wages relates to straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses) were included as part of the workers' regular pay. Excluded were performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, Christmas, or yearend bonuses, and other nonproduction bonuses. Also excluded were tips and allowances for meals, lodging, or other payments in kind. The wages of learners, apprentices, and handicapped workers are excluded from data for selected occupations but are included in the total when data are presented for all nonsupervisory workers, all production workers, or all service workers.

Separate data are presented, where feasible, by sex and/or method of wage payment. However, the number of men, women, time, or incentive workers may not appear under every job because of publication criteria. Also, the total employment in an occupation may exceed the number of men and women combined because some establishments may not report data by sex.

Employment. Estimates relate to all establishments in the industry and locality as defined for the survey, and are intended as a general guide to the size and composition of the labor force rather than as precise measures of employment. Generally, a greater proportion of large than of small establishments is studied. Each group of establishments of a certain size, however, is given its proper weight in the combination of data.

Shift provisions and practices. Shift provisions relate to the policies of establishments either currently operating late shifts or having formal provisions covering late-shift work. Practices relate to workers employed on late shifts at the time of the survey.

Scheduled weekly hours. Data on weekly hours refer to the predominant work schedule for full-time workers employed on the day shift.

Employee benefit provisions. Employee benefits are included if formal provisions are applicable to half or more of the group studied in an establishment. Similarly, if fewer than half of the workers are covered, the benefits are considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated.

Information on benefit practices is presented in terms of the proportion (percent distribution) of workers provided the specific benefit itemized. Because of rounding, sums of individual items may not equal totals.

The tabulation of paid holidays provided annually presents data separately for full days and half days.

In the tabulation of vacation policies by years of service, payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings is considered the equivalent of 1 week's pay.

Data for health, insurance, and retirement plans are confined to those for which at least a part of the cost is borne by the employer. Legally required plans, such as workers' disability compensation and social security, are excluded.

NOTE: Scope and method may be modified somewhat to accommodate specific survey requirements.

Industry Wage Survey Bulletins

The most recent reports providing occupational wage data for industries currently included in the Bureau's program of industry wage surveys are listed below. Bulletins still in print are for sale from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or from the Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, Ill. 60690. Order by title and GPO Stock Number. Bulletins marked with an asterisk (*) are available only from the Chicago address. Bulletins that are out of print are available for reference at leading public, college, or university libraries or at the Bureau's Washington or regional offices.

Manufacturing

Basic Iron and Steel, 1983. BLS Bulletin 2221. $2.25*
Cigarette Manufacturing, 1986. BLS Bulletin 2276. $1.25
GPO Stock No. 029-001-02928-4
Corrugated and Solid Fiber Boxes, 1981. BLS Bulletin 2138. Out of print.
Grain Mill Products, 1982. BLS Bulletin 2207. $3*
Hosiery Manufacturing, 1981. BLS Bulletin 2151. $4.50*
Industrial Chemicals, 1986. BLS Bulletin 2287. $2.50
GPO Stock No. 029-001-02934-9
Iron and Steel Foundries, 1986. BLS Bulletin 2292. $5.50
GPO Stock No. 029-001-02963-2
Machinery Manufacturing, 1983. BLS Bulletin 2229. $3.50*
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Men's and Boys' Shirts and Nightwear, 1987. BLS Bulletin 2304
Men's and Boys' Suits and Coats, 1984. BLS Bulletin 2230. $2.25*
Men's and Women's Footwear, 1986. BLS Bulletin 2291. $3.50*
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Synthetic Fibers, 1985. BLS Bulletin 2268. $1.50
GPO Stock No. 029-001-02904-7
Textile Dyeing and Finishing, 1985. BLS Bulletin 2260. $3.25*
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GPO Stock No. 029-001-02920-9
Women's and Misses' Dresses, 1982. BLS Bulletin 2187. Out of print.
Wood Household Furniture, 1986. BLS Bulletin 2283. $5.50
GPO Stock No. 029-001-02931-4

Nonmanufacturing

Appliance Repair Shops, 1981. BLS Bulletin 2177. $1*
Auto Dealer Repair Shops, 1982. BLS Bulletin 2198. $2.25*
Banking, 1985. BLS Bulletin 2269. $4
GPO Stock No. 029-001-02913-6
Bituminous Coal Mining, 1982. BLS Bulletin 2185. $2.50*
Certificated Air Carriers, 1984. BLS Bulletin 2241. $2*
Computer and Data Processing Services, 1982. BLS Bulletin 2184. $2*
Contract Cleaning Services, 1986. BLS Bulletin 2299. $3
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Department Stores, 1981. BLS Bulletin 2147. $3.50*
Electric and Gas Utilities, 1982. BLS Bulletin 2218. $4.75*
Hospitals, 1985. BLS Bulletin 2273. $12
GPO Stock No. 029-001-02919-5
Hotels and Motels, 1983. BLS Bulletin 2227. $3.25*
Life and Health Insurance Carriers, 1986. BLS Bulletin 2293. $5
GPO Stock No. 029-001-02939-G
Metal Mining, 1977. BLS Bulletin 2017. $4.50*
Nursing and Personal Care Facilities, 1985. BLS Bulletin 2275. $5
GPO Stock No. 029-001-02921-7
Oil and Gas Extraction, 1982. BLS Bulletin 2193. $3*

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Monthly periodical containing labor force and establishment data. National, State, and area figures on employment, unemployment, hours, and earnings. Order *Employment and Earnings* from Superintendent of Documents, U.S. Government Printing Office, Washington, DC. 20402. Includes text, statistical tables, and technical notes.

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